

Corporations That Cover the Cost of Employees to Get Abortions

- **Accenture**—said they will cover travel expenses for employees who travel over 100 miles to get an abortion.
- **Adidas**—said they will cover out of state travel expenses for employees seeking an abortion up to \$10,000.
- **Adobe**—already covers travel costs for employee abortions.
- **AirBnb**—already covers travel costs for employee abortions.
- **Alaska Airlines**—already covers travel costs for employee abortions.
- **Amazon**—said they will cover travel expenses for employee abortion up to \$4,000 for employees who travel over 100 miles to get an abortion. The policy goes into effect on Jan 1, 2023.
- **Apple**—said they will cover travel expenses for employees seeking abortions out of state.
- **AT&T**—already covers travel costs for employee abortions.
- **Bank of America**—said they will cover travel expenses for employees seeking abortions out of state.
- **Ben & Jerry's**—already covers travel costs for employee abortions.
- **Blackrock**—said they will cover travel expenses for employees seeking abortions out of state.
- **Bloomberg L.P.**—already covers travel costs for employee abortions.
- **The Body Shop**—said they will cover travel expenses for employees seeking abortions out of state.
- **Boston Consulting Group**—said they will cover abortion travel expenses for employees.
- **Box.com**—said they will cover abortion travel expenses for employees.
- **Bridgestone**—said they will cover abortion travel expenses for employees.
- **Bumble**—said they will cover abortion travel expenses for employees.
- **Buzzfeed**—said they will cover abortion travel expenses for employees.
- **Chobani**—said they will cover abortion travel expenses for employees.
- **Cigna**—said they will expand travel reimbursement program to include abortion and gender-affirming care.
- **Citigroup**—will cover travel expenses for employees seeking abortions out of state beginning in 2022.
- **CiviTech**—already covers travel costs for employee abortions.
- **CNN**—said they will cover abortion travel expenses for employees.

- **Comcast**—under the healthcare plan, employees can seek travel coverage for medical procedures up to 3 trips per year with a max cap of \$10,000. They will include abortion in the plan.
- **Condé Nast**—said they will cover travel expenses for employees seeking abortions out of state and gender-affirming care.
- **CVS**—said they will cover travel expenses for employees seeking abortions out of state.
- **Deloitte**—stated that they will "allow reimbursement for travel expenses incurred for the purposes of having access to abortion services."
- **Deutsche Bank**—said they will cover travel expenses for employees who travel over 100 miles to get an abortion.
- **Dick's Sporting Goods**—said they will provide up to \$4,000 in travel reimbursement for employees to get out of state abortion. The plan will also include dependents of employees.
- **Discord**—said they will cover travel expenses for employees seeking abortions out of state.
- **Disney**—said they will cover abortion travel expenses for employees.
- **DoorDash**—in May 2022 they said that they will roll out a plan to cover travel for abortions for employees in the coming weeks.
- **Douglas Elliman**—said they will cover travel expenses for employees seeking abortions out of state.
- **Duolingo**—said they will cover abortion travel expenses for employees.
- **Ernst & Young**—said they will expand travel reimbursement to include abortion up to 50 miles from employee's residence.
- **Estee Lauder**—announced that their plan to cover employee travel for abortion will go into effect on August 1, 2022. The plan will also include dependents of employees.
- **Expedia**—said that it updated its "U.S. medical benefits policy to cover travel costs for employees seeking healthcare that is not provided in their state."
- **Ford**—said that "abortion services in various forms are included in health care plans offered to employees....Salaried employees with Ford can use also their health savings accounts to reimburse themselves for transportation related to abortion care."
- **Goldman Sachs**—said, "We have extended our healthcare travel reimbursement policies to include all medical procedures, treatments and evaluations, including abortion services and gender-affirming care where a provider is not available in proximity to where our people live."
- **GoodRx**—said that its "benefits to reimburse employees for travel expenses related to accessing reproductive healthcare. We have also launched a new

Reproductive Health Center to provide all people with resources around emergency contraception, abortion costs, and access."

- **Google**—memo from Google chief people officer Fiona Cicconi: "To support Googlers and their dependents, our US benefits plan and health insurance covers out-of-state medical procedures that are not available where an employee live and works. Googlers can also apply for relocation without justification, and those overseeing this process will be aware of the situation."
- **GrubHub**—said it "would pay for up to \$4,000 a year for travel expenses related to a medical procedure not available in their state."
- **Gucci**—said that it "will provide travel reimbursement to employees seeking abortions (if the service is unavailable in their home state)."
- **H&M**—said it "would cover travel and transportation expenses for employees living in states where abortion is prohibited or restricted."
- **HP**—said "that its existing healthcare plan covers a 'wide range of reproductive health services,' including abortion and related travel costs."
- **Ikea**—said that it is "in the process of expanding our benefits to include reimbursement for eligible travel expenses for identified medical procedures when the services are not available within a reasonable distance of a co-worker's home or in their state of residence, including abortion, fertility, gender affirmation services and bariatric surgery."
- **Impossible Foods**—said it would cover travel, lodging, meals and child care for employees who need to travel to get abortions out of state
- **Indeed**—said that its "employees who are on Indeed insurance will continue to be reimbursed for travel expenses for covered medical procedures that are unavailable where they live."
- **Intuit**—said it would cover abortion-related travel expenses.
- **J. Crew**—statement from CEO Libby Wadle: "While we are still navigating this new legal reality, we are prepared to use whatever lawful means possible to assist our employees who need special travel to access healthcare."
- **Johnson & Johnson**—said it would cover abortion-related travel and lodging.
- **JP Morgan Chase**—said that employees "will be able to access additional covered benefits under the U.S. Medical Plan," including "family-building benefits, such as cryopreservation," and enhanced benefits for LGBT+ workers. "We will also expand our existing health care travel benefit, which today covers certain services such as organ transplants, to all covered health care services that can only be obtained far from your home."
- **KPMG**—said it "would cover abortion-related travel and lodging."
- **Kroger**—said, "We invest in the whole person with a comprehensive benefits package that includes quality, affordable health care and travel benefits up to

\$4,000 to facilitate access to quality care for several categories of medical treatments and a full range of reproductive health care services, including abortion and fertility treatments, for company-plan participants."

- **Levi Strauss**—said that "under our current benefits plan, Levi Strauss & Co. employees are eligible for reimbursement for healthcare-related travel expenses for services not available in their home state, including those related to reproductive health care and abortion. There is also a process in place through which employees who are not in our benefits plan, including part-time hourly workers, can seek reimbursement for travel costs incurred under the same circumstances."
- **Live Nation**—said, "We want to make sure that all women who are part of Live Nation have access to the services they need regardless of where they live."
- **Lyft**—said that its "U.S. healthcare plans cover abortions and that [it] would continue to cover travel expenses for employees who seek medical treatment outside their home states."
- **Mastercard**—said it "will fund travel and lodging for employees seeking abortions outside their home states."
- **Match Group**—said that "in October [of 2021] established a partnership with Planned Parenthood Los Angeles to provide abortion access for its Texas employees and their dependents. The company is currently considering expanding that benefit to all its US staff, including remote employees in states with trigger laws that may soon ban abortions.... Match healthcare plans also help to cover travel and lodging costs for employees who need to travel to receive care, the spokesperson said."
- **Meta (Facebook)**—said, "We intend to offer travel expense reimbursements, to the extent permitted by law, for employees who will need them to access out-of-state health care and reproductive services. We are in the process of assessing how best to do so given the legal complexities involved."
- **Microsoft**—said it will "support employees and their enrolled dependents in accessing critical health care — which already includes services like abortion and gender-affirming care — regardless of where they live across the U.S. This support is being extended to include travel expense assistance for these and other medical services where access to care is limited in availability in an employee's home geographic region."
- **Momentive**—said it "will cover employee and covered-dependent costs for travel for abortion, infertility, and gender-affirming care."
- **Morgan Stanley**—said it is "expanding its healthcare coverage to include travel costs for employees seeking abortion services if they are not locally available."

- **Mozilla**—said its "U.S. medical plans will include a travel benefit for employees and their covered dependents who do not have this service available to them within a 75-mile radius of their home. All our healthcare plans currently offer reproductive health benefits that include abortion, and we have no plans to change this."
- **Neiman Marcus**—said it "is adding a new travel benefit to its employees who are unable to access certain health care services, including abortions, depending on where they live."
- **Netflix**—said that "it offers employees and their dependents up to \$10,000 in travel reimbursement for cancer treatment, transplants, gender affirming care, or abortion through its plan."
- **New York Times**—said "it would expand its health care plan to cover abortion-related travel and other procedures not available within 100 miles of home, including gender-affirming care."
- **Nike**—said, "We cover travel and lodging expenses in situations where services are not available close to home and regularly make adjustments to our benefits to ensure employees have access to the quality healthcare they need."
- **Nordstrom**—said, "We have created a new travel benefit to ensure that our employees have continued access to the healthcare they need."
- **OpenSea**—said it would cover travel for employee abortions.
- **Oracle**—"updated its health benefits policy to include a lifetime maximum reimbursement of \$10,000 for travel and lodging for 'legal abortions.'"
- **Paramount**—said it would cover "reproductive health care through company-sponsored health insurance, including coverage for birth control, elective abortion care, miscarriage care and certain related travel expenses if the covered health service, such as abortion, is prohibited in your area."
- **Patagonia**—said its "U.S. employees on our health plans are covered for abortion care. Where restrictions exist, travel, lodging and food are covered."
- **Paypal**—said it will cover employees' costs to access abortions if they need to travel to receive such care.
- **PriceWaterhouseCooper**—said its employees could apply for financial assistance for expenses associated with medical procedures.
- **Proctor & Gamble**—said its new policy is an extension of coverage already in place when travel is necessary to treat conditions such as organ transplants. Starting Jan. 1, this will include most covered medical procedures, including abortion, if a treatment isn't available within 50 miles of where an employee lives.
- **Ralph Lauren**—said they would help cover travel for employees who needed health care procedures not provided locally.

- **Reddit**—said its employees could get a stipend to cover travel for procedures such as abortions.
- **Salesforce**—said it would relocate employees concerned about their ability to get abortions in Texas.
- **Sephora**—said they would help cover travel for employees who needed health care procedures not provided locally.
- **Snap**—In an email, Snapchat parent Snap, Inc. said: "For team members, and their family members covered by their insurance, who need to travel for medical treatments, including abortions, that are banned in their state of residence, Snap will provide a travel benefit allowance that includes transportation and lodging of up to \$10,000 for an individual seeking those services."
- **Sony Music**—told employees it would provide a travel benefit up to \$10,000 per year if a covered member or dependent in need of care — including for women's reproductive health and gender affirming care — cannot obtain services within a 50-mile radius of their home.
- **Starbucks**—Starbucks healthcare will be offered reimbursement for eligible travel expenses when accessing abortion or gender-affirming procedures when those services are not available within 100 miles of a partner's home. This benefit will also apply to a dependent of a partner enrolled in Starbucks medical insurance.
- **Sundance**—it has augmented its healthcare benefits to include covering travel expenses.
- **Target**—said it would expand its policy on health-care-travel reimbursement to cover procedures not available close to home, including abortions.
- **Tesla**—expanded its Safety Net program and health insurance offerings last year to include "travel and lodging support for those who may need to seek healthcare services that are unavailable in their home state."
- **T-Mobile**—expanded employee benefits to cover travel costs for abortions if the procedures aren't available locally.
- **Uber**—emphasized the company's insurance coverage for "a range of reproductive health benefits, including pregnancy termination" and its commitment to covering travel expenses for employees accessing health care services.
- **United Healthcare Group**—said it would cover abortion-related travel.
- **United Talent Agency**—has promised to reimburse its employees for travel expenses relating to reproductive health services that are not accessible in their states of residence.
- **Vimeo**—said it would cover abortion-related travel expenses.

- **Vox Media**—said the company would cover travel expenses for employee abortions, and would also expand its pregnancy loss leave to cover people who get abortions.
- **Walgreens**—will reimburse many of its workers for travel expenses if they have to venture more than 50 miles for an abortion.
- **Warner Brothers**—expanded health care benefits options to cover transportation expenses for employees and their covered family members who need to travel to access abortion and reproductive care.
- **Warner Music Group**—said it is "committed to taking appropriate steps to provide practical support to our people who need access to health services."
- **Wells Fargo**—would expand its existing travel benefits for medical coverage to include reimbursement for abortion travel "in accordance with applicable law."
- **WeWork**—provide up to \$4,000 in travel expense reimbursement to the nearest location where care is legally available.
- **Yahoo**—said it would help cover travel for employees who needed health care procedures not provided locally.
- **Yelp**—pledged to cover travel expenses for abortion.
- **Zillow**—said it would reimburse its employees up to \$7,500 when significant travel is required for medical procedures including abortions and gender-affirming care.
- **Zoom**—employee benefits in the US already include reproductive care coverage and coverage of travel more than 100 miles from home for medical services.